



**Midlands Diversity Group (MDG)**  
Meeting Minutes

Monday 17 September 2018

Paragon Asra Housing Group, 3 Bede Island Road, Leicester, LE2 7EA

**Present:** Raj Patel (RP) (Housing Diversity Network), Imtiaz Vohra (IV) (Paragon), Tracey Silk (TS) (Waterloo), Emily Taylor (ET) (EMH), Stewart Hastie (SH) (Bromford Housing Group), Tom Piotrowski (TP) (Fortis), Ravinder Kaur (RK) (West Midlands Housing Group), Sioux Breeze-Derrigan (SBD) (Rooftop Group), Hyacinth Austin (HA) (Walsall Housing Group), Laura Jones (LJ) (NCHA), Kuldip Walters (KW) (PA Housing), Matt Cooney (MC) (PA Housing)

MDG Administrator: Carla Olfen (HDN)

1.	<b>Apologies</b> Spencer Welby (NCHA), Jo Chown (Connexus), Helen Greig (NHF), Hitesh Champaneri (Bourneville Village Trust), Jin Takhar (Wolverhampton Homes), Saima Farooq (Waterloo Housing), Amanda Evans (Housing Plus Group), Rishi Spolia (Accord Group).	<b>Action</b>
2.	<b>Welcome and introductions</b> RP chaired the meeting and asked group members to introduce themselves, and speak briefly about their role in terms of E&D.	
3.	<b>Expectations of the group</b> Members took part in a flipchart exercise to explore their expectations of being part of the Midlands Diversity Group. <ul style="list-style-type: none"> <li>• Sharing good practice</li> <li>• Sharing learning</li> <li>• Exploring ideas</li> <li>• Sharing information about events</li> <li>• Sharing policy, strategy documents etc</li> <li>• Possible collaboration on projects or policies</li> </ul>	
4.	<b>Theory of change</b>	

	<p>Does everyone know where their organisation is now in terms of E&amp;D, and where they want to be in future.</p> <p>What changes do you want to see? (Dimensions of change)</p> <p>RP will draft an email to members asking this question. HA will collate the feedback</p>	<p><b>RP</b> <b>HA</b></p>
5.	<p><b>Terms of Reference (ToR)</b></p> <p>The group discussed and agreed to adopt the London and South East Diversity Group's (LDG's) Terms of Reference. Carla at HDN will change document from MDG.</p> <p>It was agreed that there will be 4 meetings per year.</p> <p>There was a discussion about the duration of meetings. Perhaps longer meetings would be a better use of time.</p>	<p><b>CO</b></p>
6.	<p><b>Linked in Group</b></p> <p>SH agreed to set up a Linked in Group</p>	<p><b>SH</b></p>
7.	<p><b>Chair and Vice Chair</b></p> <p>RP felt it would be preferable going forward for the group to appoint a chair and Vice Chair, rather than HDN to continue to chair the meetings.</p> <p>The decision will be carried forward to the next meeting as no-one was in a position to volunteer at this point.</p> <p>(The new chair will adapt the LDG's ToR to create a MDG ToR).</p>	
8.	<p><b>Open Forum</b></p> <p>There was a sharing of E&amp;D events and activities:</p> <ul style="list-style-type: none"> <li>• Perceptions video-Youtube</li> <li>• Extra Care Menu from around the world</li> <li>• LGBT Partnership Conference in Nottingham</li> <li>• Worcestershire LGBT Pride Sat 22 Sept in City Centre. Fortis are running a family Zone</li> <li>• Waterloo Diversity Guide for staff</li> </ul>	

	<ul style="list-style-type: none"> <li>• Waterloo Developing Respect Team Personal Story blogs on staff intranet</li> </ul> <p><b>Referencing your organisation</b></p> <p>It would be helpful when you make a contribution at meetings, if you reference your organisation, so members can track it back to the correct source.</p> <p>Could all members please email events to Carla at HDN, so she can capture and share them.</p>	<b>All</b>
9.	<p><b>Hate Crime</b></p> <p>TP From Fortis talked about what Fortis activities around hate crime including:</p> <ul style="list-style-type: none"> <li>• Work around community cohesion and prevention of hate crime</li> <li>• Organised a hate crime awareness conference.</li> <li>• Being a third party reporting centre.</li> <li>• Hate crime training is mandatory for customer facing staff at Fortis.</li> <li>• E-learning module</li> <li>• Workshops</li> <li>• Sit on local forums</li> </ul> <p>RK noted that hate crime has increased but reporting of it has decreased.</p> <p>Do we all define what hate crime is and share that with customers?</p> <p>How much training travels back to policy and board?</p>	

	<p>The Police no longer have the resources and networks have been broken, so it will be much harder to deal with hate crime now.</p> <p>RK talked about a group of young people involved in hate crime who were given access to other groups. The strategy worked by challenging their bias.</p> <p>Hate crime is often relates to deprivation.</p>	
10.	<p><b>Training</b></p> <p>E-Learning is not enough as you need to be able to challenge attitudes face to face.</p> <p>A member is using the 'Equally Yours board game for staff training and inductions.</p> <p><a href="http://akdsolutions.com/portfolio_page/equally-yours/">http://akdsolutions.com/portfolio_page/equally-yours/</a></p> <p>TS Vision2Learn offer a free (to anyone) online level 2 qualification in Equality and Diversity:</p> <p><a href="https://www.vision2learn.net/course/free/118/equality-and-diversity-level-2">https://www.vision2learn.net/course/free/118/equality-and-diversity-level-2</a></p> <p>Members of the MDG should also be aware of the training, online resources and accreditation available through HDN (discounted for members).</p> <p><b>Training is the topic we will focus on at next meeting</b></p> <p>How have we used any training or learning interventions over the last two years?</p> <p>How has it helped shift attitudes in your organisation?</p> <p>All members to bring something around any E &amp; D training and learning you have had, to share and discuss at the next meeting.</p> <p>TP will do some preparation and lead on this at the next meeting.</p>	<p>All</p> <p>TP</p>
11.	<p><b>Next meeting:</b></p> <p>Mid December-date tbc</p>	

	Nottingham-Venue TBC	
--	----------------------	--

### The Actions agreed:

	Action	Responsible	By when
1	Draft an email to members asking where they are now and where they want to be in future. What changes do you want to bring about?	RP	
2	Collate the feedback from RP's email	HA	
3	Set up a linked in group	SH	By 30 October
4	Send any E & D events or activities to Carla at HDN to capture	All	By 30 October
5	Bring anything you have done in the last two years on E & D training an learning at your organisation	All	Ready for the next meeting in December
6	Do some reading and preparation around E & D training, in order to lead on this topic at the next meeting	TP	Before the next meeting in December